



# HQ Air Force Personnel Center

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## Force Development: What It Means To You

# Who Knows What You Want To Do With Your AF Future?

**AFPC**



- ☐ Your Friends?
- ☐ Your Commander?
- ☐ Your Assignment Officer at AFPC?
- ☐ How well do you think they'll remember everything you told them?
- ☐ Have you changed your mind, recently?

# Which Leads To...

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- ☐ Have you filled out your Transitional Officer Development Plan (T-ODP) through the Assignment Management System (AMS)?
- ☐ ...if you have...
- ☐ How old is it?
- ☐ Have you checked to see if it's been forwarded to AFPC by your commander?

# Perhaps Your Question Is:

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- “Why should I care about the T-ODP? I know what’s going to happen to me in the next **XX** year(s).”
- Fact: Your functional Development Team (DT) will meet at least three times a year to:
  - Give vectors to develop officers for future leadership
  - Select officers for commander and developmental assignment vectors
  - Select officers for Intermediate and Senior Developmental Education to forward to the Designation Board

# Why T-ODP are Important



A commonly heard DT quote:

*This guy didn't bother to fill out  
a T-ODP after all of the  
notifications?*

*Not sure what his preference is  
so vector him towards "Needs of  
the Air Force" and make a world-  
wide volunteer*

# Who ARE Those DT Members?

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- Your Functional Manager (1-2 Star) Chairs the Panel
- Your Career Field Manager from Air Staff (an O-6)
- MAJCOM representation (O-6s)
- ...You may not get much “face-time” with these senior leaders, but your SURF and T-ODP (and sometimes records) do!
- Bottomline: DT members are senior leaders familiar with your career field and not a bunch of assignment officer sitting around a table at AFPC

# What is a Vector?

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- A vector is a career path recommendation

- For example:

JCS

FOA/DRU

Air Staff

NAF/SPO

Joint other  
Duty

Wing/Base

MAJCOM

Needs of the AF

Developmental Education

Crossflow

Development Assignment

- These are loaded to your T-ODP as part of the DT's response.

# Further Note:

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- Many DTs are focusing on FGOs and senior captains
- However: T-ODPs are used by Assignment Officers, so CGOs should have a current one on-hand
- Enlisted and civilian Force Development is on the horizon
  
- This is ONE aspect of Force Development... we need you to engage and help us to help you.
- Fill out your T-ODP through AMS.
- Check your SURF.
- Check your records for current OPRs and decorations.



# Way Ahead

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- Force development is maturing
  - AFPC has an office dedicated to making it happen
- New Officer Development Plan (ODP) on-line in Jan 06
  - Delivers improved feedback and mentoring to individuals looking for career guidance
  - Ties mission requirements to individual career paths

# Need *More* on Force Development?

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- Go to the AFPC website; under “**Military Assignments**,” click “**Force Development**”
  - You can read the DT’s guidelines
  - Find out when your functional DT is scheduled
  - Check out the FAQs Link...it’s worth your time
- Talk with your commander about any questions you have about your future in the Air Force

